

STATE OF IOWA
HUMAN RESOURCES ENTERPRISE
Effective 06/22/2012 - 12/20/2012

| AFSCME PAY PLAN | | | | | | | |
|------------------|----------|-----------|-----------|-----------|----------|-----------|-----------|
| FISCAL YEAR 2013 | | | | | | | |
| PAY GRADE | | MINIMUM | MAXIMUM | PAY GRADE | | MINIMUM | MAXIMUM |
| 10 | ANNUALLY | 21,049.60 | 29,681.60 | 17 | ANNUALLY | 28,516.80 | 41,537.60 |
| | BIWEEKLY | 809.60 | 1,141.60 | | BIWEEKLY | 1,096.80 | 1,597.60 |
| | HOURLY | 10.12 | 14.27 | | HOURLY | 13.71 | 19.97 |
| 11 | ANNUALLY | 22,110.40 | 31,179.20 | 18 | ANNUALLY | 29,660.80 | 43,513.60 |
| | BIWEEKLY | 850.40 | 1,199.20 | | BIWEEKLY | 1,140.80 | 1,673.60 |
| | HOURLY | 10.63 | 14.99 | | HOURLY | 14.26 | 20.92 |
| 12 | ANNUALLY | 23,004.80 | 32,780.80 | 19 | ANNUALLY | 31,116.80 | 45,489.60 |
| | BIWEEKLY | 884.80 | 1,260.80 | | BIWEEKLY | 1,196.80 | 1,749.60 |
| | HOURLY | 11.06 | 15.76 | | HOURLY | 14.96 | 21.87 |
| 13 | ANNUALLY | 24,169.60 | 34,216.00 | 20 | ANNUALLY | 32,572.80 | 47,715.20 |
| | BIWEEKLY | 929.60 | 1,316.00 | | BIWEEKLY | 1,252.80 | 1,835.20 |
| | HOURLY | 11.62 | 16.45 | | HOURLY | 15.66 | 22.94 |
| 14 | ANNUALLY | 25,209.60 | 35,880.00 | 21 | ANNUALLY | 34,008.00 | 50,024.00 |
| | BIWEEKLY | 969.60 | 1,380.00 | | BIWEEKLY | 1,308.00 | 1,924.00 |
| | HOURLY | 12.12 | 17.25 | | HOURLY | 16.35 | 24.05 |
| 15 | ANNUALLY | 26,249.60 | 37,835.20 | 22 | ANNUALLY | 35,547.20 | 52,457.60 |
| | BIWEEKLY | 1,009.60 | 1,455.20 | | BIWEEKLY | 1,367.20 | 2,017.60 |
| | HOURLY | 12.62 | 18.19 | | HOURLY | 17.09 | 25.22 |
| 16 | ANNUALLY | 27,352.00 | 39,478.40 | 23 | ANNUALLY | 37,107.20 | 54,995.20 |
| | BIWEEKLY | 1,052.00 | 1,518.40 | | BIWEEKLY | 1,427.20 | 2,115.20 |
| | HOURLY | 13.15 | 18.98 | | HOURLY | 17.84 | 26.44 |

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| FISCAL YEAR 2013 | | | | | | | |
| | | | | 014 | | | |
| PAY GRADE | | MINIMUM | MAXIMUM | PAY GRADE | | MINIMUM | MAXIMUM |
| 24 | ANNUALLY | 39,166.40 | 57,574.40 | 31 | ANNUALLY | 51,979.20 | 80,475.20 |
| | BIWEEKLY | 1,506.40 | 2,214.40 | | BIWEEKLY | 1,999.20 | 3,095.20 |
| | HOURLY | 18.83 | 27.68 | | HOURLY | 24.99 | 38.69 |
| 25 | ANNUALLY | 40,414.40 | 60,444.80 | 32 | ANNUALLY | 54,516.80 | 84,302.40 |
| | BIWEEKLY | 1,554.40 | 2,324.80 | | BIWEEKLY | 2,096.80 | 3,242.40 |
| | HOURLY | 19.43 | 29.06 | | HOURLY | 26.21 | 40.53 |
| 26 | ANNUALLY | 41,870.40 | 63,627.20 | 33 | ANNUALLY | 57,283.20 | 88,275.20 |
| | BIWEEKLY | 1,610.40 | 2,447.20 | | BIWEEKLY | 2,203.20 | 3,395.20 |
| | HOURLY | 20.13 | 30.59 | | HOURLY | 27.54 | 42.44 |
| 27 | ANNUALLY | 43,784.00 | 66,372.80 | 34 | ANNUALLY | 60,153.60 | 92,580.80 |
| | BIWEEKLY | 1,684.00 | 2,552.80 | | BIWEEKLY | 2,313.60 | 3,560.80 |
| | HOURLY | 21.05 | 31.91 | | HOURLY | 28.92 | 44.51 |
| 28 | ANNUALLY | 45,864.00 | 69,867.20 | 35 | ANNUALLY | 63,148.80 | 97,115.20 |
| | BIWEEKLY | 1,764.00 | 2,687.20 | | BIWEEKLY | 2,428.80 | 3,735.20 |
| | HOURLY | 22.05 | 33.59 | | HOURLY | 30.36 | 46.69 |
| 29 | ANNUALLY | 48,027.20 | 73,091.20 | 36 | ANNUALLY | 66,268.80 | 101,566.40 |
| | BIWEEKLY | 1,847.20 | 2,811.20 | | BIWEEKLY | 2,548.80 | 3,906.40 |
| | HOURLY | 23.09 | 35.14 | | HOURLY | 31.86 | 48.83 |
| 30 | ANNUALLY | 49,441.60 | 76,689.60 | 37 | ANNUALLY | 74,276.80 | 105,705.60 |
| | BIWEEKLY | 1,901.60 | 2,949.60 | | BIWEEKLY | 2,856.80 | 4,065.60 |
| | HOURLY | 23.77 | 36.87 | | HOURLY | 35.71 | 50.82 |

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| | | | | | | | |
| PAY GRADE | | MINIMUM | MAXIMUM | PAY GRADE | | MINIMUM | MAXIMUM |
| 38 | ANNUALLY | 77,771.20 | 110,718.40 | 45 | ANNUALLY | 108,139.20 | 153,753.60 |
| | BIWEEKLY | 2,991.20 | 4,258.40 | | BIWEEKLY | 4,159.20 | 5,913.60 |
| | HOURLY | 37.39 | 53.23 | | HOURLY | 51.99 | 73.92 |
| 39 | ANNUALLY | 81,577.60 | 116,105.60 | 46 | ANNUALLY | 114,566.40 | 162,843.20 |
| | BIWEEKLY | 3,137.60 | 4,465.60 | | BIWEEKLY | 4,406.40 | 6,263.20 |
| | HOURLY | 39.22 | 55.82 | | HOURLY | 55.08 | 78.29 |
| 40 | ANNUALLY | 85,529.60 | 121,721.60 | 47 | ANNUALLY | 121,264.00 | 172,265.60 |
| | BIWEEKLY | 3,289.60 | 4,681.60 | | BIWEEKLY | 4,664.00 | 6,625.60 |
| | HOURLY | 41.12 | 58.52 | | HOURLY | 58.30 | 82.82 |
| 41 | ANNUALLY | 89,606.40 | 127,441.60 | 48 | ANNUALLY | 127,046.40 | 180,627.20 |
| | BIWEEKLY | 3,446.40 | 4,901.60 | | BIWEEKLY | 4,886.40 | 6,947.20 |
| | HOURLY | 43.08 | 61.27 | | HOURLY | 61.08 | 86.84 |
| 42 | ANNUALLY | 93,912.00 | 133,598.40 | 49 | ANNUALLY | 132,995.20 | 189,300.80 |
| | BIWEEKLY | 3,612.00 | 5,138.40 | | BIWEEKLY | 5,115.20 | 7,280.80 |
| | HOURLY | 45.15 | 64.23 | | HOURLY | 63.94 | 91.01 |
| 43 | ANNUALLY | 98,425.60 | 139,942.40 | 50 | ANNUALLY | 139,609.60 | 198,390.40 |
| | BIWEEKLY | 3,785.60 | 5,382.40 | | BIWEEKLY | 5,369.60 | 7,630.40 |
| | HOURLY | 47.32 | 67.28 | | HOURLY | 67.12 | 95.38 |
| 44 | ANNUALLY | 103,168.00 | 146,556.80 | 51 | ANNUALLY | 146,099.20 | 207,979.20 |
| | BIWEEKLY | 3,968.00 | 5,636.80 | | BIWEEKLY | 5,619.20 | 7,999.20 |
| | HOURLY | 49.60 | 70.46 | | HOURLY | 70.24 | 99.99 |

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| FISCAL YEAR 2013 | | | | | | | | |
| PAY GRADE | | MINIMUM | MAXIMUM | | PAY GRADE | | MINIMUM | MAXIMUM |
| 52 | ANNUALLY | 153,129.60 | 217,900.80 | | | | | |
| | BIWEEKLY | 5,889.60 | 8,380.80 | | | | | |
| | HOURLY | 73.62 | 104.76 | | | | | |
| 53 | ANNUALLY | 160,555.20 | 228,384.00 | | | | | |
| | BIWEEKLY | 6,175.20 | 8,784.00 | | | | | |
| | HOURLY | 77.19 | 109.80 | | | | | |
| 54 | ANNUALLY | 168,251.20 | 239,262.40 | | | | | |
| | BIWEEKLY | 6,471.20 | 9,202.40 | | | | | |
| | HOURLY | 80.89 | 115.03 | | | | | |
| 55 | ANNUALLY | 176,280.00 | 250,723.20 | | | | | |
| | BIWEEKLY | 6,780.00 | 9,643.20 | | | | | |
| | HOURLY | 84.75 | 120.54 | | | | | |
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